

HUMAN RIGHTS POLICY

Kuantum Papers Ltd. (KPL) is committed to the recognition and safeguarding of human rights with compliance of all local, national and international rule & regulation applicable to us concerning human rights, fundamental principles and rights at work, social rights, and labour rights. Respect for human rights is a fundamental value of the company and we conduct our business with honesty, integrity and openness and expect similar respect with legitimate interests of those directly & indirectly associated with us.

Our Human Rights Policy summarizes our commitments and includes:

- We conduct our business in such a manner that understand & respects the human rights, dignity, and complying with all applicable legal requirements, national & international human right polices, rule, law & regulations.
- Human rights respect, dignity, diversity, avoid complicity in human rights abuses, ethical work environment, human value, and do not tolerate unlawful discrimination or harassment in workplace is an indivisible, inherent and integral part of our business.
- Our values are Integrity, Humility, Respect, unity, honesty, transparency, responsibilities, right of freedom of opinion & expression, sustainable employment, human right, community's welfare and excellence through teamwork and we always strive to maintain it.
- KPL provides equal opportunities to all its employees, valuing diversity, consider the right of vulnerable group such as indigenous people, women, migrant workers and minorities. Qualifications, performance, skills and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company.
- We treat all employees with respect and provide a work environment free from all forms of harassment based on race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender, expression, or any other protected by applicable law whether physical, verbal or psychological. This includes behavior/action/any unlawful activity directed by third parties during course of conducting our business.
- Our employees, supplier, employees of interested parties are entitled to work in a place that respect their rights and dignity. We respect and recognize human right of all relevant stakeholders & groups within and beyond the work place including that of communities, consumer and vulnerable and marginalized group.
- We ensure to maintain a work environment that reflects respect and is free from all discrimination and harassment. If any employee believes that someone is violating the Human Rights Policy or the law, they are always encouraged to report it immediately to their manager, Human Resources, Company legal official without any fair.
- We are committed to comply all applicable laws and regulations to safeguard human rights of our employees, employees of all relevant interested parties associated with us. Various policies and internal rules & principles have been kept in place such as for code of ethics & conduct, employee welfare, Leave & LTA, Grievance, safety, discrimination, medical, use of company assets & information, sense of responsibilities & obligation for self, environment & society, right to freedom. All our employee must read and understand these rules & principles and incorporate in day-to-day working & behavior to maintain our standards of our business conduct. If any employee found violating these rules & principles appropriate action shall be taken as per company rules.
- We strive to integrate our management system to respect human right and deployed an appropriate grievances mechanism to identify & assessment of adverse human rights impact through our business operations & activities and take appropriate steps to avoid, minimize and mitigate them.
- We educate our employees on continual basis and provide an awareness work environment so that they shall understand and possess appropriate knowledge of the legal procedures relating to their roles & duties and stay informed of any revisions of it. Promote the awareness of realization of human rights, build a caring & collaborative relationships based on trust & mutual respect and do not complicit with human right abuses even by a third party.
- Strives to institutionalize health and safety processes with special focus on women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response and preventive hygienic human health & safety measures.
- KPL establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks and continually improving human rights performance by sharing good practices and learnings, monitoring, reporting and disclosing.